

July 30th, 2020

# FLS FAMILY REUNION

A PLAN TO GET BACK TO SCHOOL



# FLS FAMILY REUNION



## DEAR FLS FAMILY - IT'S TIME FOR A REUNION!

We are all excited to be back together again as the FLS family! It is just around the corner.

As we plan for the opening of the 2020-2021 school year, we are confident that we will be together as an entire community on Tuesday, September 8th for the first day of school. Prior to our opening day, we will have our Back-2-School Orientations on the first week of September, with details to follow soon.

While we are confident that we will begin our school year in person, we are prepared to be flexible and proactive should any government mandate or shift in public health demands require it. Thanks be to God, we are equipped and ready. Since May, the FLS Board of Directors and the Fall 2020 Planning Committee have been working through every detail for the opening of the school year — in addition to planning for the "what ifs". Within this document, you will find brief explanations for the most likely scenarios that may unfold. Likewise, it will also briefly explain the scenario process we went through to create the Reunion Plan for starting safely back to school. This included a task force of the FLS Board, staff members, Medical professionals, Mental Health professionals, Business experts, and gifted parents.

*This Reunion Plan provides clarity and strategies for responding to an evolving health crisis and will include:*

- **Health and Safety**
- **Dexterity for Learning**
- **Finances and Tuition**

**Our top priority in reuniting our community is the health and safety of our students, faculty and staff, and parents.** We do not anticipate new school closures, but we will be flexible and ready regardless and will continue to provide the Christ-centered excellent education that you have come to expect.

In a safe and healthy way, we want to get back to school and help *you* get back to work. As a school of faith and innovation, let's do this together. Our reunion promises to be sweet as we gather back on campus on the first week of September for Back-2-School Orientations, in preparation for our first day of the 2020-2021 school year, September 8th. We cannot wait to see you!

# HEALTH & SAFETY

ILLNESS ROOM FOR STUDENTS



DAILY TEMP AND SYMPTOM SCREENING



HAND-WASHING AND HYGIENE



AIR CIRCULATION AND IDEAL HUMIDITY



INCREASED CLEANING SCHEDULE



DISTANCING WHEN REQUIRED



## WELL-BEING OF STAFF AND STUDENTS



Blessed with a campus with adequate space, FLS is thoughtfully considering the challenges that a K-8 school encounters on a daily basis when operating within a pandemic. The physical health of our youngest students up to our faculty nearing retirement is at the forefront of this careful planning. While we cannot control the threat of COVID-19 until a vaccine is developed, we can minimize the risks as much as possible for the protection of our entire FLS community. *We, therefore, commit to:*

- Remaining well-informed by the government, public health officials, and medical experts on updates to virus behavior, safety protocol, and sanitization strategies.
- Reducing risks to our FLS family through maximum class sizes based on physical space. We also commit to daily temperature checks and screening of all faculty, students, and visitors until restrictions loosen.
- Focusing on the equally important social, emotional, and spiritual health of our students and staff.
- Serving and supporting our community as we face anxiety and unknowns.
- Educating students on the importance of reducing the risk of exposure with simple and consistent hand-washing and personal hygiene practices.
- Providing flexible learning options, as outlined in this document, to families with health concerns.
- Remaining steadfast in our mission to empower and equip students for Christian Discipleship and Academic Success to serve others for Christ and be creative in delivery methods to engage students in their faith.

## RESOURCES WE TRUST:

*The administration is seeking guidance and updates from these organizations:*

- Center for Disease Control (CDC) — [www.cdc.gov/coronavirus/2019-ncov/index.html](http://www.cdc.gov/coronavirus/2019-ncov/index.html)
- Minnesota Department of Public Health — [www.health.state.mn.us/diseases/coronavirus/situation.html](http://www.health.state.mn.us/diseases/coronavirus/situation.html)
- Rice County Public Health — <https://www.co.rice.mn.us/492/Coronavirus-disease-COVID-19-Current-Sit>
- American Academy of Pediatrics — [www.aap.org](http://www.aap.org)
- Minnesota Department of Education — <https://education.mn.gov/MDE/dse/health/covid19/>





## SAFETY AND SANITIZATION

As we develop strategies for the health and well-being of our school community, *FLS* is also putting many additional safety protocols in place:

- Following CDC hygiene protocols and posting signs throughout the school.
- Creating a safe room for students who become ill.
- Purchased new *touchless* thermometers to ensure accurate temperature readings.
- Purchased humidifiers to keep optimum humidity levels in the building to prevent the airborne spreading of the virus.
- Using only EPA-approved, safe disinfectants.
- Continual cleaning of common interior spaces throughout the day.
- Installing hand sanitizing stations throughout the school building.
- Providing face shields for use by staff members if desired.
- Purchasing additional masks for students who may forget their mask for the day.
- Suspending use of traditional water fountains and encouraging individual water bottles for children to drink from throughout the day.
- Changing protocols for campus and visitor access.
- Purchasing additional technology to avoid the sharing of devices.

*FLS* will evaluate these protocols throughout the school year to measure the effectiveness and appropriate need going forward.



## FLS LUNCH

*Upon return to school, the lunch experience will involve the following:*

- Washing/sanitizing hands upon entry and exit of the dining hall
- Eliminating common serving utensils
- Cleaning the eating areas between lunch periods
- At first, using a simplified menu to gain experience with the logistics of new approaches
- Utilizing the stage, full gym, and common areas to spread out, if needed
- Using non-traditional dining spaces within Trinity Church or other group rotation options to spread students out in the case of increased strict physical distancing requirements



## FACTS ABOUT CHILDREN AND COVID-19:

The FLS Fall 2020 Committee has compiled information from the CDC and AAP about advocating for children during the pandemic. *Here's some information to consider concerning mental and physical health of children:*

- Importance of washing hands with soap and clean running water as the most effective way to prevent spread of infections to others, reducing respiratory illnesses by up to 21%.
- Importance of teaching other healthy habits such as coughing or sneezing into a tissue or elbow and avoiding touching the face.
- Early reports suggest children are less likely to get COVID-19 than adults. As of July 21, 2020 6.6% of reported COVID-10 cases and less than 0.1% of COVID-19 related deaths are among children and adolescents.
- Ability of children to cope with fear, worry, or feelings of isolation during a pandemic.
- Importance of social and emotional connections and personal interaction for children and teens, especially in crisis.
- Importance of providing a safe-as-possible learning environment for children while parents are at work.
- Published reports from contact tracing of students with COVID-10 in schools from France, Australia, and Ireland suggest that students are not as likely to transmit the virus to other students compared to household contacts.

## MONITORING ILLNESS

It is possible that members of our school community will get sick. As such, we will follow the "Return to School" guidelines recommended by the Minnesota DPH for the safety of the FLS family. In addition, if a student, faculty, or staff member is diagnosed with COVID-19, *the clinic and operations staff will maintain health protocols and adhere to CDC procedures:*

- Require that parents keep their student home if their temperature is above 99.9°F.
- Take caution to keep your child home if they have been exposed to someone who has COVID-19 or experience symptoms of fever, chills, cough, shortness of breath or difficulty breathing, fatigue, muscle/body aches, headache, new loss of taste/smell, sore throat, congestion or runny nose, nausea, vomiting, or diarrhea.
- Request that parents alert the FLS office if anyone in the household has tested positive for COVID-19 or has come in direct contact within a 10-day period with someone who has tested positive for COVID-19.
- Notify local health authorities of a diagnosis of COVID-19, as well as others who may be affected, as required by the DPH, while maintaining privacy and confidentiality.
- Require quarantine of the student/teacher for at least 10 days from onset of symptoms and 72 hours without a fever.
- Require quarantine of siblings and family members living with the affected student for 10 days, with return dependent upon DPH guidelines (no symptoms, etc.).
- Continue with school utilizing the virtual classroom option if student is able.
- Close the area where the student was located for a predetermined amount of time, and disinfect before re-entry.
- With DPH guidance, trace diagnosed cases within our community to allow for a better understanding of the overall school-wide health condition, localized to campus, building, and classroom.
- Decide about school dismissal or cancellation of school events in coordination with our local health officials.



OUR TOP  
PRIORITIES IN  
REUNITING OUR  
SCHOOL FAMILY  
IS BOTH SAFETY  
AND SOCIAL-  
EMOTIONAL  
HEALTH.

# DEXTERITY FOR LEARNING



## CREATED FOR COMMUNITY


***God designed us to be in community with one another.*** The strength of the mission and core values of FLS is the foundational relationship between a student and a teacher, collaborating in school together, and growing in faith. The fuel for motivation, engagement, and belonging is discovered through teacher and peer relationships in the classroom, cast mates on the stage, and teammates on the field or court. Meaningful connections that ground us and even transform us are nurtured most effectively in person, not through a video conferencing platform. This is as true for eighth grade students as it is for kindergartners.

In contrast to many school systems, we are fortunate to have the flexibility to make decisions that are appropriate for our school community of approximately 110 students and 14 staff members. We also have the advantage of a building in which to spread out, yet still create safe environments for interaction and continuous learning.

While FLS is focused on an in person reunion, we have also identified plans for responses to any new government or CDC mandates for safety or physical distancing.

1. Reunion Plan (in effect currently)
2. Increased Social Distancing
3. Virtual Learning





# Faribault Lutheran School



## 1 REUNION PLAN

Under the current government requirements and CDC recommendations, FLS is able to begin school as scheduled on Sept 8th. We are thrilled to invite you to campus on Back-2-School Night the first week of Sept! Plans for this family reunion event are underway, and details will be shared soon. *In order for our in person learning to be effective, the following changes will be in effect:*

- Reduced restrictions as pandemic gradually declines.
- All families will be welcomed back to campus with a normal start, 5-days a week as normally scheduled, beginning Sept 8th.
- Synchronous learning will be offered using classroom-based camera/distance learning technology for students who have at-risk family members, are at-risk themselves, are currently or who go into quarantine, or who are not ready to begin school on campus. Please contact the school office concerning this option.
- Outlined safety plans, continual personal hygiene, and rigorous cleaning will be in full effect.

- Upon drop off, all students will go directly to their classroom rather than to the gym.

- Morning Drop Off Procedure: The first car in line will drop off their child(ren) and wait until acknowledged by staff to leave. The next car may then pull forward.
- Afternoon Pick Up procedures will also be altered with more details to be released.

- Since class sizes are already small, students will be spread out within classrooms, with a maximum amount of students per class based on physical space.
- FLS Lunch team members will handle lunch service without shared dispensing and employ additional safety and cleaning precautions.
- Masks will be required as mandated by Governor Tim Walz.
- Chapel, extracurricular clubs, arts, and athletic activities will take place once as we are able, depending on the current COVID-19 activity level in the community.



## 2

### INCREASED SOCIAL DISTANCING



We know that schools, by design, are not meant for physical distancing — in fact the opposite is true in that children need social interaction, collaborative skill development, and emotional connection. Students in the classroom, on the playground, on the stage, or on the field are meant to be together. However, if restrictions are increased in order to curb a resurgence or wave of the virus, FLS will opt to stay on campus, but enforce further physical distancing by:

- Utilizing additional spaces such as unused areas of the school, Trinity Church, utilizing Peace Church campus, and using the outdoor space (weather permitting) to allow for physical distancing.
- Eating lunch in classrooms.
- Requiring school groups to meet virtually.
- Broadcasting chapel, special events, or speakers online to limit crowds.
- Increased physically distancing students in after school care programs.
- Further coordinating the arrival/pick up times of students

THOUGH WE WILL  
BEGIN IN-PERSON,  
WE KNOW GOD GOES  
BEFORE US TO GUIDE  
OUR PLAN FOR ANY  
SCENARIO THAT  
PRESENTS ITSELF  
TO ENSURE  
OUR STUDENTS  
CONTINUE THEIR  
LEARNING JOURNEY  
AND SOAR.

## 3

### VIRTUAL LEARNING



In the case of a public health escalation, spike in community cases, or government mandate to shelter-in-place, FLS would mobilize to at-home, virtual learning with these goals:

- A transition to virtual learning would be seamless and ready for implementation.
- Each teacher will craft a schedule to support student learning appropriate to their age and development, starting each day together with religion.
- Students will continue to utilize their personal devices to access instruction remotely via platforms such as Google Classroom/Meet.
- Students who have no device at home will be issued one from the school in order to utilize Google Classroom and Zoom classes.
- Devotion, chapel, and special events will be presented online.
- FLS will consider all options to optimize campus use where permitted, as feasible.
- FLS faculty will be committed to meeting and exceeding expectations with continuous instruction of the required curriculum within the virtual platform.
- Faculty will be continuing training, gathering additional tools and resources to be prepared for optimum student engagement, should virtual learning be required.



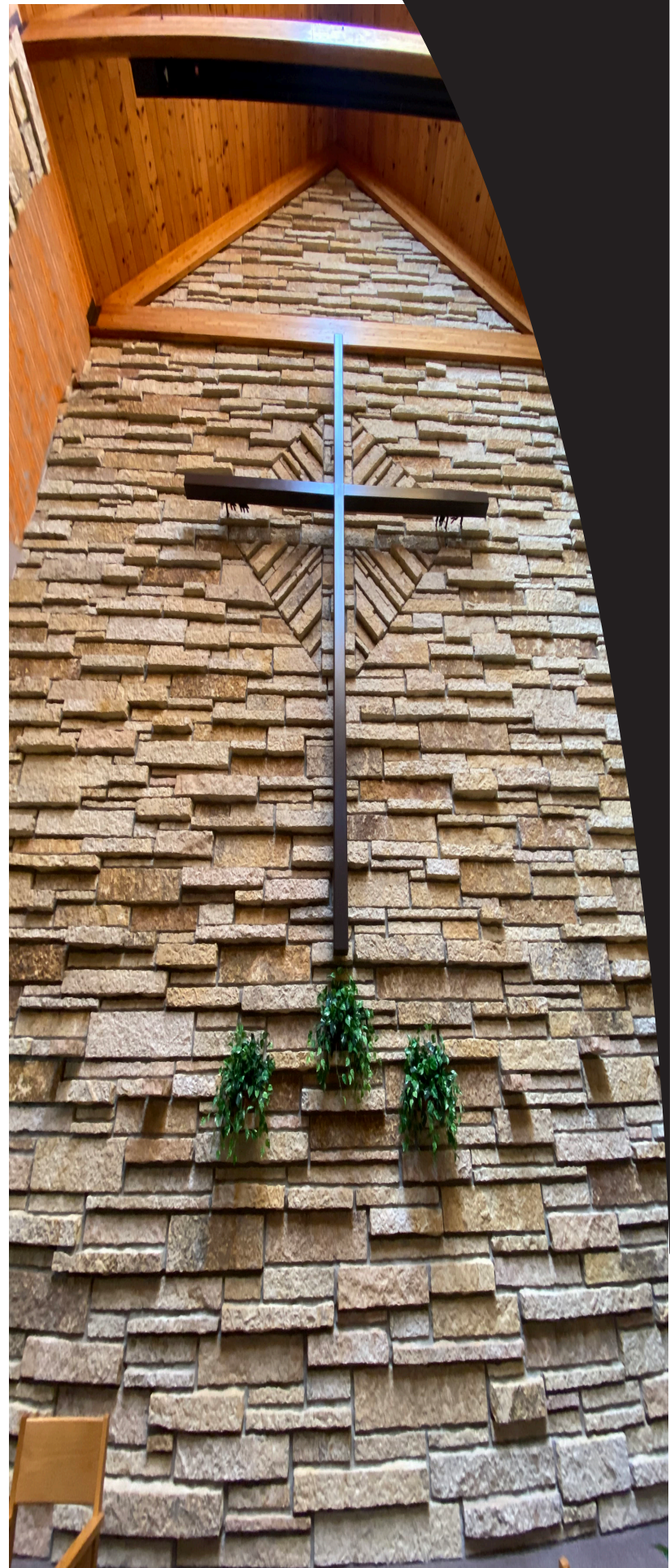
# FINANCES & TUITION

## REVENUE AND EXPENSES

Faribault Lutheran School remains vigilant in fulfilling our mission. Despite economic and public health challenges, we remain committed to providing a top-tier educational experience built on collaboration and relationships, equipping this generation of students for the next step in their educational journey, while supporting our families throughout this unprecedented time.

Our goal is to be transparent and forthright concerning finances in the event of another forced campus closure. Approximately 60 percent of the FLS 2020-2021 operating income will come from tuition, fees, and donations. The rest of the school's operating budget is covered by our Association Congregation's: Peace Lutheran Church and Trinity Lutheran Church, which are equally affected by COVID-19 financial worries.

Approximately 80 percent of school operating expenses are for faculty and staff payroll and benefits. The remaining 20 percent of school operating expenses includes, but is not limited to, academic resources, student care, campus operation and maintenance, technology, and general administrative operating expenses.





## FINANCIAL IMPACT OF CORONAVIRUS

Faribault Lutheran School has been a fiscally responsible non-profit organization, maximizing funds for programmatic improvements and enhancing opportunities available to students for a total educational experience. To continue this trend despite impacts of the pandemic, *our financial team is proactively finding solutions to fund these areas:*

- **Increased costs for sanitization, supplies, and safety protocol.**
- **Added staff for custodial services.**
- **Increased budget for classroom-based camera and distance-learning technology for instructional support.**
- **Purchasing additional personal computing devices to minimize sharing.**
- **Investigating digital software solutions to reduce physical contact.**
- **Increased financial aid for impacted families, given employment furloughs.**

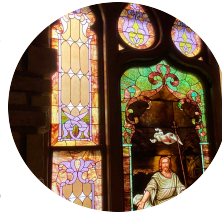
We are projecting a steady enrollment, as we are finding that many families are opting for a more reliable academic experience, whether it be on campus or virtual, that is Christ-centered.

WE ARE KEENLY  
FOCUSED ON WHAT IT  
TAKES TO CONTINUE  
OUR MISSION AND  
CALLING TO GROW  
THE INTELLECT OF  
OUR STUDENTS  
WITH A DEEP FAITH  
IN JESUS.

---

## TUITION

Tuition is set by the Board of Directors each year based on a thorough review of the congregation approved funding and review of a proposed budget. The FLS Board is mindful of keeping tuition in line with comparable independent school programs in our area, without sacrificing our Christian mission. As such, families can choose different annual payment plans. We are very aware some families have been deeply impacted financially due to COVID-19. We encourage you to reach out to the FLS office for guidance concerning financial aid applications or payment plans. *Our goal is to:*



- **Help current and new families financially impacted by the pandemic to continue to afford an FLS education.**
- **Provide need-based financial aid options and work with families on payment plans.**
- **Provide prorated account credits for certain program services which are undeliverable beyond a two-week time frame in the event of a school-initiated transition from campus to Virtual Learning. Such undeliverable program services include after school care and lunch.**

FLS is well-equipped and prepared to respond to shifting health mandates. We have taken a proactive approach to a safe, long-awaited family REUNION of our amazing staff and students. We are committed to a safe return to campus for our first day of school on Tuesday, September 8th.

